In this reflection I will reflect on an effective school vision and briefly reflect on what I need to work on in my leadership journey.

To be honest I don’t even know what our school vision is! When I asked my wife what her school vision was she just looked at me puzzled and put up the volume of the television. At the beginning of the year we were told very briefly what the vision was in the school strategic plan but it has never been referred to since. For the staff to feel like they are a part of the vision they need to play a part in exploring and evaluating what it is about. If I was to do a sample survey tomorrow I would say over 75% of the staff of the school that I teach at would not know what our schools vision is. I asked a few staff members in the staffroom if they knew what it was, I explained the reason as this isn’t normal lunchtime chat. Nobody knew. We have not made our vision statement useful and alive, it is a dead document made by the leadership group sitting in a cupboard until we get reviewed again next year. This is exciting because it is not to long away and I will help push for a whole staff approach to making the vision come alive. Sergiovanni states that ‘successful schools know how to make their visions useful. They do this by turning visions into action statements. These action statements provide pathways for what needs to be done and become standards for evaluating effectiveness’ (Sergiovanni, p.55). Once the action statement are done this needs to be put up on the webpage, talked about at staff meetings, with connections made to current government initiatives like e5.

If introduced correctly people will feel morally obliged to follow in the way of the school vision, that is when Segiovanni states that value is added to vision statements and they come alive. “Value is added when visions are accompanied by the promises and commitments each constituent group makes to help move the school closer to its vision. Effective visions obligate people who share them…to visions as moral statements…Visions and commitments together obligate people to each other and to their work.” (Sergiovanni, p.59).

I do know what our school strategic plan is because these areas have been split into three peoples roles. The roles are transition, learning and welfare. The goals are to improve Student Pathways and Transitions across the school. To improve the capacity of Students to effectively use Thinking Processes and To improve the skills and understandings of students to take greater responsibility for their learning and positive participation at school. This was done well as it is brought forward regularly by these leaders.

Strengthening the Heart was a great read because of its case studies and I found I could relate to a lot of it. I liked the concept of value added leadership working alongside value dimensions (Sergiovanni, p.2). This is something I will strive to work on as I am good at the management side of things so need to work on the intrinsic side of inspiring people. This will be a focus of my growth plan for the next reflection.

Sergiovanni, T. (2005). Strengthening the Heartbeat, John Wiley & Sons.

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